

AN EMERGENCY ORDINANCE establishing and creating the office and position of Director of Human Resources for the Civil City of Fort Wayne.

WHEREAS, an emergency exists in the supplying and coordinating of human resources by the City of Fort Wayne, both within the various departments of the City and to the citizens thereof;

WHEREAS, the Mayor of the City of Fort Wayne, pursuant to Indiana Code 18-2-1-9, and subject to the approval of the Common Council, has the authority in such an emergency to provide for the appointment of personnel necessary to meet such an emergency;

WHEREAS, the Mayor has recommended the establishment and creation of the position of Director of Human Resources with maximum annual salary of \$25,000.00, Labor Grade 18, to coordinate the work of the following Departments and to whom the officers and directors of said Departments would report: Equal Economic Opportunity, Civil Defense, Minimum Housing, Humane Shelter, Veterans' Affairs and liaison for the other independent Boards and Commissions and such other Civil agencies and departments as shall be designated by the Mayor.

NOW, THEREFORE, be it ordained by the Common Council of the City of Fort Wayne, Indiana:

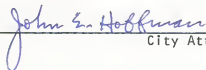
SECTION 1. That the office and position of Director of Human Resources is hereby established and created with Labor Grade 18 and with a maximum salary computed at an annual rate of \$25,000.00 for the remainder of the year 1980.

SECTION 2. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.



Councilman

Approved as to form and legality



City Attorney

Read the first time in full and on motion by Stier, seconded by Eisbart, and duly adopted, read the second time by title and referred to the Committee Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Chambers, City-County Building, Fort Wayne, Indiana, on _____, 19____, the _____ day of _____, at _____ o'clock _____ M., E.S.T.

DATE: 2-12-80

Charles W. Westerman
CHARLES W. WESTERMAN
CITY CLERK

Read the third time in full and on motion by _____, seconded by _____, and duly adopted, placed on its passage. PASSED (LOST) by the following vote:

	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAINED</u>	<u>ABSENT</u>	<u>TO-WIT:</u>
<u>TOTAL VOTES</u>	_____	_____	_____	_____	_____
<u>BURNS</u>	_____	_____	_____	_____	_____
<u>EISBART</u>	_____	_____	_____	_____	_____
<u>GIAQUINTA</u>	_____	_____	_____	_____	_____
<u>NUCKOLS</u>	_____	_____	_____	_____	_____
<u>SCHMIDT, D.</u>	_____	_____	_____	_____	_____
<u>SCHMIDT, V.</u>	_____	_____	_____	_____	_____
<u>SCHOMBURG</u>	_____	_____	_____	_____	_____
<u>STIER</u>	_____	_____	_____	_____	_____
<u>TALARICO</u>	_____	_____	_____	_____	_____

DATE: _____

Charles W. Westerman
CHARLES W. WESTERMAN - CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ZONING MAP) (GENERAL) (ANNEXATION) (SPECIAL) (APPROPRIATION) ORDINANCE (RESOLUTION) No. _____ on the _____ day of _____, 19____.

ATTEST: (SEAL)

CHARLES W. WESTERMAN - CITY CLERK

PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the _____ day of _____, 19____, at the hour of _____ o'clock _____ M., E.S.T.

CHARLES W. WESTERMAN - CITY CLERK

Approved and signed by me this _____ day of 19____, at the hour of _____ o'clock _____ M., E.S.T.

WINFIELD C. MOSES, JR.
MAYOR

*withdrawn by
administration!*

*Mar. 4
Held til 4/1/80
4/15/80*

BILL NO. S-80-02-17

REPORT OF THE COMMITTEE ON FINANCE

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS REFERRED AN
ORDINANCE AN EMERGENCY ORDINANCE establishing and creating the office and
position of Director of Human Resources for the Civil City of Fort
Wayne

HAVE HAD SAID ORDINANCE UNDER CONSIDERATION AND BEG LEAVE TO REPORT
BACK TO THE COMMON COUNCIL THAT SAID ORDINANCE with PASS.

JAMES S. STIER, CHAIRMAN

MARK GIAQUINTA, VICE CHAIRMAN

BEN EISBART

PAUL M. BURNS

DONALD J. SCHMIDT

Jan 11/80

Memorandum

To Charles Westerman, City Clerk

Date 4-18-80

From Win Moses, Jr., Mayor

Subject Human Resources Ordinances

COPIES TO:

Please withdraw the two "Human Resources Ordinances",
A-80-02-15 and S-80-02-17.

A-80-02-15



THE CITY OF FORT WAYNE

CITY-COUNTY BUILDING • ONE MAIN STREET • FORT WAYNE, INDIANA 46802

office of the mayor

February 26, 1980

Members of the Common Council
Ms. Vivian Schmidt, President
One Main Street
Fort Wayne, Indiana 46802

Dear Ms. Schmidt and Council Members:

There has been a great deal of debate in recent weeks over the need for a Human Resources Department for the City of Fort Wayne. But despite my belief that debate in government is worthwhile and beneficial to the citizens of the community, I am concerned that the needs of the citizens have been forgotten in this particular debate. The Department of Human Resources developed by this administration will provide invaluable service to the citizens of Fort Wayne, and especially to those most in need.

In 1976, the Armstrong administration dismantled the Human Resources Department, and thereby created a number of gaps that have been costly to this city and its people. Without a Human Resources Department, a total lack of communications occurred between city social service agencies and all other social service agencies. Without a Human Resources Department, the ACEOC could not obtain CETA clients to develop its home winterization project. And without a Human Resources Department, the various departments involved in housing rehabilitation and maintenance hardly talked with one another. Likewise, the city did not devise an acceptable EEO plan or engage in active recruitment of minorities, resulting in numerous lawsuits over unfair hiring practices. The city had no Civil Defense program, and therefore could not and did not take advantage of federal monies available for emergency prevention and preparedness. Neighborhood autonomy and revitalization became low priority considerations without a Human Resources Director to advocate these aims. And most of the independent boards and commissions were simply not communicating with the city administration. In short, the city ceased to expand the nature and number of programs designed to help people in need. The damage caused by this oversight was costly financially and costly to the citizens of Fort Wayne.

Restoring the Human Resources Department will be a sign of a City Council that cares about the people it represents. The restoration of the Human Resources Department will ensure better coordination between the city's social service agencies, the independent boards and commission, and the private and public social service agencies operating outside the realm of city government. This will allow maximum service to our citizens without the hassle of the uncoordinated bureaucracy that has existed in the past.

The citizens will also benefit because the Director of Human Resources will serve as an intermediary for nearly 15 agencies--funneling critical information and decisions upward, while dealing with other problems herself. When an average of only eight individuals report directly to corporate chief executives across the nation, it seems absurd to continue the present system of having such a large number of people in just one area reporting directly to the Mayor of Fort Wayne. In order for the Mayor to do an effective job of managing city government, the creation of one director to represent these numerous agencies is essential.

Finally, because these agencies will have a senior advocate in the budget and prioritization process, their efforts will receive greater emphasis and attention, and therefore more outside funding and better fiscal management. The net result of all this will be better coordination among the social service agencies, better guidance from the city administration, and more administrative concern for the long-range planning and problem presentation essential to the well-being of the citizens of Fort Wayne. We are elected to represent the people, and the people must not be forgotten as we debate the pros and cons of how to serve them best. Our desire to serve the people, our dedication to effective management, and simple common sense all dictate that the Department of Human Resources be created with all possible haste.

Sincerely,

A handwritten signature in dark ink, appearing to read "Win Moses, Jr.", with a stylized, cursive flourish at the end.

Win Moses, Jr.
Mayor

Allen County Economic Opportunity Council, Inc.

P.O. Box 704 • Fort Wayne, Indiana 46801 • Telephone 219-423-3546

"Helping People Help Themselves"

Christine M. Seitz • Executive Director

February 26, 1980

TO: Fort Wayne City Council
FROM: Christine M. Seitz
SUBJECT: Funding for the Position of Director of Human Resources

Based on the understanding that a primary responsibility of a Director of Human Resources would be communication liaison between Fort Wayne City government and social service agencies, this statement is offered in support of funding that position.

Designating communication responsibility to a top City administrative position will provide social service agencies a constant link with City government, and will further assist in effective, efficient, and essential services to Fort Wayne residents in need.

CMS/rd



Community Action Program

A Private, Non-Profit Corporation